

CONFIDENTIAL.

REPORT OF THE COMMITTEE APPOINTED BY  
THE GOVERNMENT OF INDIA TO EVOLVE A  
PIECE RATE SCHEME FOR THE DOCK AND  
STEVEDORE WORKERS OF THE PORT OF MADRAS.



सत्यमेव जयते

REPORT OF THE COMMITTEE APPOINTED  
BY THE GOVERNMENT OF INDIA TO  
EVOLVE A PIECE RATE SCHEME FOR  
THE DOCK AND STEVEDORE WORKERS  
OF THE PORT OF MADRAS.

-----

By its notification dated the 5th September 1957 the Government of India in the Ministry of Labour and Employment in pursuance of sub-clause (9) of clause 42 of the Madras Dock Workers (Regulation of Employment) Scheme, 1956, constituted a Committee consisting of the following persons for evolving a piece rate scheme for the dock workers to whom the said scheme applied, in the light of the principles contained in the decision of the Labour Appellate Tribunal of India dated 1st February 1956 in the Bombay Dock Labour Appeals, subject to such changes as may be deemed necessary:

- |   |           |
|---|-----------|
| 1. Shri F. Jeejeebhoy,<br>Chairman, Labour Appellate<br>Tribunal, Bombay.               | Chairman. |
| 2. Shri V.A. Jaywant,<br>Traffic Manager, Madras<br>Port Trust, Madras.                 | Member.   |
| 3. Shri A.R. Liddiard,<br>of the Madras Stevedores<br>Association, Madras.              | Member.   |
| 4. Shri P. Lakshmipathy Naidu<br>of the Madras Stevedores<br>Association, Madras.       | Member.   |
| 5. Shri S.C.C. Anthoni Pillai, M.P.,<br>Madras Port Trust Employees'<br>Union, Madras.  | Member.   |
| 6. Shri C. Govindarajulu,<br>President, Madras Port and Dock<br>Workers' Union, Madras. | Member.   |
| 7. Shri A.S.K. Iyengar,<br>General Secretary, Madras<br>Harbour Workers' Union, Madras. | Member.   |

2. The Committee was authorised to co-opt such persons to assist it as it considered necessary, but the co-opted members were to have no right to take part in the final deliberations of the Committee. In pursuance of this

direction

direction the Committee at its first meeting decided to co-opt the following gentlemen as members of the Committee:

Shri A.M. Shaikh,  
Additional Docks Manager,  
Bombay Port Trust.

Shri E.C.P. Prabhakar,  
Executive Officer,  
Madras Dock Labour Board,  
Madras.

Shri P. D'Mello,  
General Secretary,  
Transport and Dock Workers' Union,  
Bombay.

3. By a communication of the Government of India in the Ministry of Transport and Communications dated 23rd September 1957 the Committee was authorised also to evolve a piece rate scheme for shore workers and crane drivers of the Port.

4. A preliminary meeting of the Committee was held at Madras on 19th September 1957 when certain decisions were taken as to practice and procedure. At that meeting it was suggested that the next session should be held in Bombay so that the members of the Committee might have an opportunity of observing the working of the Bombay piece rate scheme which admittedly has been very successful. It was accordingly decided that the next session of a fortnight should be held at Bombay and it was so held. That session was fruitful of results, for the Committee came to unanimous conclusions on the datum lines and the norms, and also decided without any dissentient the wage graph for stevedore labour. The Committee during the several days of continuous meeting framed the several datum lines and also the datum figures applicable to such datum lines; it will however be observed that the datum lines are not altogether the same as the datum lines of either Bombay or of Calcutta; each port has its own problems and the circumstances of Madras Port were taken into consideration

when

when the datum lines were fixed. It was further unanimously agreed:

- (1) That the gang strength should be 10 inclusive of 1 Tindal on the stevedore side, and 15 inclusive of one Maistry on the shore labour side;
- (2) that the relevant Bombay datum figures would apply to Madras with an addition of 4% over the Bombay datum figures; this was based on the existence of the higher gang strength in Madras;
- (3) that in the figures so worked out less than half would be ignored, and **/ half and** more than half would be rounded off to the next ton;
- (4) In consideration of the above decisions arrived at as a compromise the claim of the labour representatives for a reduction of 25% on the Bombay datum figures based on the plea of more difficult handling at Madras would not be pressed by them.

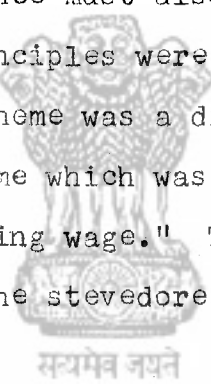
5. As regards those datum lines which differ from the Bombay datum lines, as also the fresh datum lines introduced for Madras, the Committee came to unanimous decisions as to such lines and also as to the norms or datum figures applicable thereto.

6. It was also unanimously decided that the export datum figures would be the relevant datum figures of Bombay less 5%, and where the datum lines were different to those in Bombay the figures or norms unanimously accepted by the Committee should apply.

7. The Committee was unanimous in its decision that the effective hours of work should be 8,  $6\frac{1}{2}$  and  $6\frac{1}{2}$  for the first, second and third shifts respectively, and that there should be no break between shifts; the first shift to commence at 6-30 a.m.

8. The next important question before the Committee was the wage graph of stevedore workers. The stevedore workers had entered into an agreement with the Dock Labour Board on 26th June 1957 concerning a rise in their wages. It was a

term of that agreement that "these rates will be in force from 15th June 1957 for a period of two years without revision. These rates will be put forward as agreed time rates before the Committee appointed by the Government of India to work out a piece rate scheme for registered workers and which is expected to commence work shortly." This would mean that Rs.4/2/- would be regarded as the daily wage for the purposes of a piece rate scheme. It was however urged by Shri Anthoni Pillai that by reason of the recent tripartite agreement on the fixation of minimum wages based on needs, the daily wage of the stevedore workers should be much higher. The Chairman pointed out that the sanctity of agreements must be recognised, and at the same time the principles enunciated by the tripartite conference must also be honoured, but the manner in which those principles were to be applied in a progressive piece rate scheme was a different matter, for under the piece rate scheme which was proposed the workers could achieve even a "living wage." The Chairman suggested that the wage graph for the stevedore workers at Madras should be as follows:-



Minimum	at 76%	Rs. 3-1-6
Daily wage		Rs. 4-2-0
At 100%		Rs. 4-6-0
At 150%		Rs. 8-4-0
At 200%		Rs.12-6-0 and so on.

This wage graph was accepted by Shri Iyengar, by the stevedores, and by the Committee, nobody objecting to it.

9. The next important question related to the wage graph of shore labour. The wages of the shore workers were in the main as follows:-

The Port Trust workmen are classified into A,B and C categories. The A category is the permanent labour force of the

dock

dock workers and each mazdoor receives a consolidated emolument of Rs.50/- a month plus additional emoluments for work done. For instance stacking and other miscellaneous work and labour supplied to military or firms constituted time rate work for which Rs.1/2/- was paid per day. There is a half-hearted piece rate scheme under which in addition to Rs.50/- a month the A category receives six annas a day for import cargo and five - annas for export cargo, and other similar payments for different types of cargo handled. The B category receives an attendance allowance of Re.1/- for a leading hand and twelve annas for a mazdoor per day when no work is available; otherwise the B category receives certain other time work rates and piece work rates. The C category receives nothing else except the stated rate for time rate work and piece rate work. It was therefore evident that for the purpose of processing the piece rate, the A category mazdoor would have to be the basis. It was ascertained that the average monthly earnings of the A category mazdoor was about Rs.92/14/6. There was very considerable discussion as to the wage graph of these shore workmen. It was evident that whereas the stevedore workers received a considerable increase of emoluments by their agreement of 26th June 1957, the shore workers had had no comparable rise, and this called for consideration. The wage graph was ultimately fixed by a decision of the majority, the Chairman agreeing with the views of labour, and the graph was fixed as follows:-

At 76%	Rs. 3--0--0
Daily wage	Rs. 3-15--0
At 100%	Rs. 4--2--0
At 150%	Rs. 7-14--0
At 200%	Rs.11-13--0 and so on.

The difference in the Committee on this question was extremely small. Shri Jaywant was prepared to accept Rs.3/14/- as the daily wage and Rs.4/2/- as the wage at 100%, whereas in the graph as ultimately fixed the daily wage was increased by just one anna.

10. The Committee next proceeded to fix the wage graph of the cranimen. Their present scale of pay is Rs.50-2-60-EB-3-75, with allowances at Central Government rates, and all cranes are electric. The Committee considered the question of wage graph for the cranimen and after considerable discussion Shri Jaywant was prepared to go as far as Rs.4-3-0 as daily wage and Rs.4-8-0 at 100%. There was however a deadlock as labour was not prepared to accept Rs.4-3-0. Ultimately the Chairman agreeing with labour increased Rs.4-3-0 to Rs.4-4-0 and the wage graph of the cranimen was accordingly fixed as follows:-

At 76%	Rs.3--6-0
Daily wage	Rs.4--4-0
At 100%	Rs.4--8-0
At 150%	Rs.8--8-0
At 200%	Rs.12-12-0 and so on.

11. Thereafter certain general questions were considered by the Committee.

12. A question was raised as to what should be the wage for off days and holidays for all shore labour. Shri Anthoni Pillai wanted that it should be the average of the piece rate earnings for the previous six days whereas Shri Jaywant said that it should not be more than Rs.3-2-0, being 80% of the daily wage on the same principle as applied in Calcutta. The Chairman however took the view that the answer to the problem before the Committee lay between the minimum wage and the daily wage, to be fixed at a point in accord with the prevailing circumstances. Acting on that principle the Chairman took the view that Rs.3-6-0 should be the wage for shore workers for off days and holidays; and as parties could not agree he gave this as his decision.

13. Subsequently Shri Anthoni Pillai contended that under an agreement between the workmen and the Port Trust payment for holidays was to be determined on the same basis as leave salary. The subject was further discussed and while the wage for off days was retained at Rs.3-6-0 the following decision was reached as regards pay on paid holidays:-

"The previous decision taken that the wage of the shore worker for paid holidays should be Rs.3-6-0 a day is rescinded and whatever is followed by the Port Trust for the ascertainment of the leave salary at the relevant time will apply to the paid holidays".

14. Shri Anthoni Pillai also contended that leave pay under this piece rate scheme should be paid on the average of the piece rate and the time rate earnings of the workmen throughout the year. The Chairman did not agree with this proposition and the matter was not pressed to a decision.

15. As regards the handling of export cargo which is not done by the Port Trust labour, some members of the Committee felt strongly that this work of handling export cargo should be undertaken by the Port Trust. Shri Lakshmipathy Naidu was not of the same view, and Shri Jaywant although he did not see any difficulty in the way of the Port Trust's undertaking this additional work, was naturally not in a position to agree to such a proposal, especially as this was not a matter immediately concerned with the Committee's work. The Committee however by a majority passed the following resolution:-

"The majority of the Committee feels that for the fullest exploitation of the piece rate scheme the export cargo on the shore side should also be worked by the Port Trust on a system of piece rate on the same basis as the progressive piece rate as is given by this Report. It therefore suggests that steps might be taken in that behalf. The wage graph and the datums as fixed for exports would be applicable to such a scheme."



16. One subject which was not within the scope of the Reference, but nevertheless in some way connected with it, was decided by the agreement of the stevedores who were concerned in the matter. The stevedores agreed to pay for the bagging of grain on board a ship, which grain was in transit to another port, at the rate of Rs.4-2-0 (time rate) with the differential of Re.1/- for Tindals.

17. The subject of long lead which in this context means a lead which cannot be reasonably regarded as the normal basis for the datums, the Committee by a majority decided that the hook gang shall not be required to transport landed cargo beyond 450 feet from the point at which the cargo is landed; if the distance is longer, the Port Trust will employ other labour to transport the goods beyond 450 feet. Later, however, Shri Jaywant and Shri Anthoni Pillai came to an agreement that the long lead should be reduced from 450 feet to 400 feet according to the normal and reasonable route and this was accepted by the Committee unanimously.

18. Shri Anthoni Pillai raised the question of bargemen. Most of the barges in the Port are owned by the Port Trust and the Port Trust gives free service of these barges for imports and hires these barges to exporters, as the Port Trust does not handle exports. The barges are of capacity between 10 and 50 tons. Shri Anthoni Pillai wanted that for the proper implementation of the piece rate scheme these bargemen also should be brought within the piece rate scheme. There were however difficulties in the way and required a certain amount of manipulation to produce a reasonable wage. Ultimately, the Committee unanimously decided as follows:-

"The barge is considered to be an extension of the quay. Therefore, if a piece rate is to be given to the bargemen, it must be on the datum lines and on the datum figures and on the wage

graph of the shoremen. Each Port Trust bargeman, when engaged for unloading vessels at moorings will be paid the daily wage of the shore worker for each shift, namely, Rs.3.94 nP. In addition to that, each bargeman will receive by way of premium the percentage by which the average piece rate output of the stevedore workers on the vessel has exceeded their 100% datum in the working of the total discharge of the vessel at moorings, and his premium will be accordingly ascertained. This daily wage and premium for the bargemen includes the operation of receiving cargo from the ship and discharging the same on shore. In the case of vessels working export cargo at moorings, the same rule will apply for the payment of bargemen.

Example: If the average piece rate output of stevedore labour is 125 of the datum, then the bargeman's wage will be Rs.3.94 nP for 100% plus Rs.1.87<sup>97</sup> nP = Rs.5.81<sup>91</sup> nP."

It was further agreed that the break up of Rs.3.94 nP shall be the same as in the case of the shore workers.

19. As regards the normal manning strength of barges, it was agreed as follows:

Barges upto 15 tons	- 2 men.
From 16 tons to 25 tons	- 3 men.
From 26 tons to 35 tons	- 4 men.
From 36 tons to 50 tons	- 6 men.

These are considered to be reasonable limits, but in the case of heavy lifts within the piece rate scheme the Port Trust will have the discretion of employing a lesser number of men on the barges subject to a minimum of 2.

20. The Committee agreed that the Port Trust will provide at each shed a book containing perforated sheets serially numbered. Each sheet shall have columns headed 'idle time', 'double hook time' and 'time rate work'. At the end of the shift, the

Maistry will enter his own record of idle time, double hook time and time rated work and sign the same. The original will be taken out of the hook and attached to the tally sheet. The carbon copy of the same will be delivered to the Maistry. In the case of the stevedore employers and the Dock Labour Board, a similar book will be maintained and the entry will be made by the Tindal of the gang and signed. Entries may also be made by one of the Winchmen and signed.

21. It was unanimously decided that in the event of any disputes arising relating to matters referred to in References Nos.B-9 and B-1 of 1957, the principles decided in the award of 20th March 1957 will be accepted wherever applicable. A number of such matters has already been incorporated in our appendices.

22. On the subject of ascertaining tonnage of bulk cargo it was decided that when cargo is discharged in bulk the following procedure should be followed:-

It is assumed that each sling is loaded to capacity. The manifest shows the tonnage brought. Therefore the total tonnage brought divided by the slings will give the average weight of the specified cargo brought by each sling. In that way the working of a gang in a ship is to be ascertained. It follows that it may not be possible to settle the wage of a workman unloading bulk cargo unless the average weight of the slings has been ascertained, and in such case the daily wage shall be paid and adjustments made later.

23. Inadequacy of gear was one of the complaints of the workmen. Shri Jaywant however contended that there was no inadequacy and that proportionately they had more of mobile cranes and other gear than in Bombay. Shri Jaywant contended that the question of shortage of gear was not a subject which could be

raised before this Committee, but he had no objection to its being recorded that sufficient mobile cranes or four wheeled trucks should be provided for the use of the workmen. The Committee felt that as the Port Trust was alive to the necessity of maintaining and adding to their gear, no further recommendation was necessary.

24. Three other points were discussed and decisions were taken upon them:

- (a) As regards the datum lines applicable, the first Port of loading of the cargo destined for Madras would determine the datum line applicable.
- (b) The 50% rule shall be assessed on the cargo manifested for Madras.
- (c) Pressed scrap would be regarded as general cargo for the purpose of the datum lines.

25. The Committee further felt that a scheme which allows for piece rate on the ship and for time rate on shore as in the case of export cargo creates an imbalance in the working of the piece rate system. The Committee has recognised this position and has provided certain safeguards. But until the export cargo is handled on the same datums and on the same wage graph as now given to the shore workers, there will continue to be a disturbing factor in this piece rate system which we are giving. But apart from this, it is clear that for the success of a piece rate scheme there has to be a satisfactory co-ordination between the shipping company, the consignors, the consignees, and the Port Trust. As was said by the Calcutta Piece Rate Committee:

"If the piece rate scheme is not to be impeded the cargo meant for shipment should be made ready for shipment at an accelerated rate, may be twice the rate as at present. This means the adoption of an export programme which would have

to

to be worked out by the Port authorities and the respective steamer agents for the intake of cargo synchronising with its arrival by road or river transport. The exporters will have to make their cargo ready for shipment according to scheduled plan and conforming to the stowage plan of the vessel. In effect shipping agents must make out a proper stowage plan for the distribution of cargo according to ports and it should be the duty of the shipping agents to see that the cargo is made ready for shipment so that the loading follows the stowage plan. For this purpose, the Committee is of the view that the Port authorities should take necessary powers to enforce these requirements on the part of the shipping companies. In the case of imports, it is certain that in future cargo will be discharged at an accelerated rate. This means that adequate space will have to be provided in the transit sheds to meet greater demands for space and clearance of cargo. In the opinion of the Committee, the Port Trust should freely exercise powers so that in the event of consignees failing to take delivery of cargoes from transit sheds within a specified time it should be permissible for the Port Trust to remove the cargo and to place it elsewhere",

and the Committee desires to add that the free exercise of penalties for delay in removing cargo should be the rule rather than the exception if the work of the Port is to be accelerated.

26. The Committee was inspired by a desire to reach agreed solutions, and there was quite a bit of give and take, and in the process parties have at times knowingly departed from what had been applied to Bombay and Calcutta. A healthy independence of approach was noticeable during the proceedings and contributed to the success of the Committee's work. There was a spirit of cordiality and where the solutions were not unanimous they were sufficiently near to unanimity to testify to the realistic attitude taken by all sides.

27. The Committee hereby submits its report and is confident that it is a well balanced scheme of piece rate for the Port, dock and stevedore labour of Madras. The appendices which are attached to this report constitute the piece rate scheme and contain the various provisions applicable thereto. As there is nothing controversial in this Report or in the Appendices which constitute the Scheme, this Committee trusts that the scheme

will

will be brought into operation with the least amount of delay so that the movement of goods may be accelerated and at the same time labour may enjoy the dignity and the benefits which a progressive piece rate system can bring. Shri Govindarajulu wanted the scheme to come into operation not later than 1st January 1958 but the Committee felt that a certain discretion should be left to the administration in order to prepare itself for the change.

28. The Committee acknowledges the very considerable assistance which it has received from our co-opted member Shri A.M. Shaikh who was the architect of the Bombay scheme and who is so well conversant with its working. The Committee was also fortunate in having as Secretary Shri S. Yegnanarayana Aiyar whose capabilities were allied to a flair for expedition.



Sd. F. Jeejeebhoy.  
Chairman.

Sd. V.A. Jaywant.  
Member.

Sd. A.R. Liddiard.  
Member.

Sd. P. Lakshmipathy Naidu.  
Member.

Sd. S.C.C. Anthoni Pillai.  
Member.

Sd. C. Govindarajulu.  
Member.

9th November 1957.

Sd. A.S.K. Iyengar.  
Member.

# APPENDIX 'A'

## Datum Lines and Tonnage.

S.No.	Datum Lines.	Datum tonnage for 8-hour shift.	Datum tonnage for 6½-hour shift.
<u>I M P O R T S</u>			
1.	U.S.A. and Canada (General cargo)	53	43
2.	U.K. (General Cargo)	48	39
3.	All coastal cargo along the coast of India and from Andamans to Madras, but excluding Timber. (There is no appreciable trade from Karachi or Colombo).	66	54
4.	All vessels other than those specifically enumerated.	53	43
5.	Bag Cargo (Grain and Sugar)	107	87
6.	Bulk Phosphates.	95	77
7.	All fertilisers in bags.	80	65
8.	Cement, salt and chemicals (other than Item No.7) in bags not exceeding 112 lbs. per unit.	74	60
9.	Bulk grain including bulk grain bagged before discharge.	102	83
10.	Oils, grease, lubricants, asphalt and bitumen and compounds of asphalt and bitumen in barrels or drums.	111	90
11.	Iron and steel not packed in cases, crates, boxes or other coverings.	50	41
12.	Logs and squares of timber which are discharged into water or into boats and which bear marks for identification in the manifest for the purpose of ascertainment of weight.	24 Hoppus tons or 30 measurement tons.	20 Hoppus tons or 24 measurement tons.
<u>E X P O R T S.</u>			
13.	U.S.A. and Canada (General Cargo.).	56	46
14.	U.K. and Europe (General Cargo).	56	46
15.	All coastal cargo from Madras to any port in India including Andamans (There is no appreciable trade to Karachi or Colombo).	61	50

Contd.....

S. No.	Datum Lines.	Datum tonnage for <del>8</del> -hour shift.	Datum tonnage for <del>6</del> <sup>1</sup> / <sub>2</sub> -hour shift.
16.	Ores in bulk	80	65
17.	Other vessels not specifically enumerated.	48	39
18.	Loose manufactured tiles.	22	18

NOTES:- 1. So far as Items 3 and 15 are concerned the respective Datums shall be the only datums applicable to the said vessels whatever commodities they may bring.

2. Item 6 refers to a full load of the commodity mentioned therein and shall be subject to clause 7 of Appendix B, clause 8 of Appendix C, and clause 9 of Appendix D.

3. Items 5, 8, 9, 10 and 16 refer to a full load of any one or more of the commodities mentioned in each of the said items and shall be subject to clause 7 of Appendix B, clause 8 of Appendix C, and clause 9 of Appendix D.

4. Items 11 and 18 shall apply irrespective of the tonnage carried by a vessel along with General Cargo.

5. As regards item 6, if bulk phosphates are bagged on board before discharge, then the datum tonnage for item 7 shall apply.



## APPENDIX 'B'.

This scheme referred to as the Datum Scheme shall be applied to Port Trust shore labourers of all categories while they are engaged in the loading and unloading of cargo into and from vessels at the quays in the port.

NOTE:- The piece rate wage mentioned hereafter refers to the piece rate wage under this datum scheme. Payment for all types of handling other than loading/unloading of vessels at the quays in the Dock is outside the purview of the scheme.

The piece rate sanctioned herein for Port Trust Shore Hook Gangs and Maistries shall be subject to the following provisions and conditions:

(1) The piece rate wage of the gang worker hereafter referred to as the basic gang worker, shall be processed upon Rs.3.94 nP hereafter referred to as the daily wage and comprised of basic wage Rs.1.43 nP processing allowance of Rs.0.31 nP house rent allowance of Rs.0.23 nP compensatory allowance of Rs.0.10 nP, dearness allowance of Rs.1.33 nP and interim adjustment allowance of Rs.0.54 nP.

The piece rate wage of the Maistry shall be determined by adding to the piece rate wage aforesaid a differential in basic wage and allowances at Rs.9.00 per month in the case of A category workmen and Rs.0.25 nP per day in the case of maistries for other categories and in the allowances mentioned above, each in its appropriate account.

The 'daily wage' of the piece rate structure of the basic gang worker has been fixed at Rs.3.94 nP. The amount of Rs.0.54 nP which has been incorporated in the daily wage is designated as an "interim adjustment allowance" and will be subject to the provision that the amount of any increase in the minimum of the basic wage scales or scales of allowances of a basic worker on the recommendation of the officer on special duty Shri Choudry shall be set off and adjusted against this allowance.

(2) The piece rate wage shall be calculated upon the datum lines prescribed in Appendix A to the Report.

Provided that, if work is done in excess of the shift hours on any day, the calculation shall be upon the respective datum increased in proportion to the total number of hours worked.

In addition to the piece rate wage the overtime worked shall be paid for at the overtime rates under the Madras Port Trust Rules for overtime allowance or in accordance with the provisions of the Minimum Wages Act, whichever is applicable.

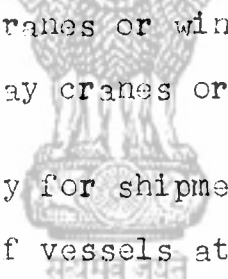
Provided further that, if work has been done for a certain number of hours and certain other hours are counted as idle time, as provided in clause 4 below, or are to be paid for at a time rate (for which purpose any broken period of time less than 15 minutes shall be treated as fifteen minutes) under the provisions of this Appendix, then for the purpose of calculating the piece rate wage the datum line shall be proportionately reduced, e.g. if the datum is 80 tons for an 8 hour shift and only 6 hours are worked, 2 hours being idle time, then the datum will be reduced to 60 tons.

(3) The piece rate wage of the basic gang worker shall vary as described below with the proportion which the outturn of the gang in the particular shift bears to the datum line as above determined.

For a shift fully occupied in doing piece rate work the piece rate wage of the basic gang worker (inclusive of basic pay and the allowances above mentioned) shall rise uniformly from Rs.3.00 at 76% to Rs.4.12 nP at 100% of the datum line. Thereafter, the piece rate wage shall rise uniformly from Rs.4.12 nP at 100% to Rs.7.87 nP at 150% of the datum line. The piece rate wage earned after 150% of the datum line shall be processed at double the daily wage, that is to say the piece rate wage will rise uniformly from Rs.7.87 nP at 150% to Rs.11.81 nP at 200% of the datum line and so on.

Where the period occupied in doing piece rate work is shorter than, or exceeds, the period of the shift the piece rate wage as above determined shall be reduced or increased, as the case may be, in the proportion which the time occupied in doing piece rate work bears to the period of the shift.

(4) An allowance shall be paid at the daily wage rate (one-eighth per hour in the case of 8-hour shifts and two-thirteenth in the case of 6½-hour shifts) for periods that labour is rendered idle on account of any of the following reasons:-

- 
- (1) Breakdown of cranes or winches,
  - (2) shifting of quay cranes or rigging of ship's derricks,
  - (3) cargo not ready for shipment,
  - (4) late arrival of vessels at the berth,
  - (5) completion of loading and/or unloading before the end of the shift,
  - (6) actual rain-time during shift working hours,
- and (7) any other reason beyond the control of the workmen except slow work on the part of workmen covered by this scheme.

Idle time shall be calculated as follows, namely any continuous stoppage of work of 15 minutes and under shall be ignored, and any continuous stoppage in excess of 15 minutes and up to 30 minutes shall be counted as 30 minutes. If the said continuous stoppage continues in excess of 30 minutes, the actual excess rounded off to the next quarter hour shall be calculated as idle time. For example, if there is continuous stoppage for 35 minutes, the idle time will be calculated as 45 minutes.

(The payment of this allowance is conditional on the workmen continuing to remain at the disposal of the Port Trust while the hook is idle for whatever alternative work they may be required to perform and for such work they will be paid at idle time rate provided that if they are required to work as piling men they will receive, in addition, the stated premium.)

(5) When cargo is discharged or loaded with two hooks working simultaneously in a hatch, 1/4th of the daily wage shall be added to the piece work earnings of each member of the gangs working at such hooks. As soon as the double hook stops and a single hook begins to operate this clause will cease to apply. When more than 2 hooks are utilised in a hatch, one-third of the daily wage shall be so added instead of one-fourth. As soon as one hook ceases to work the two hook allowance will apply and as soon as two hooks cease to work this clause will cease to apply.

(6) Rs.3.00 shall be the minimum guaranteed wage per day on which a gang worker is given employment. If on any day the piece work earnings plus idle time payment and/or other earnings under this appendix fall short of the said minimum, the Port Trust shall make up the difference for that day.

Rs.3.30 nP and Rs.3.25 nP (comprised of Rs.3.00 basic wage including allowances and Rs.0.30 nP and Rs.0.25 nP respectively as differentials) shall be the minimum guaranteed wage per day on which a Maistry of category A and other Maistries respectively are given employment. If on any day the piece work earnings together with idle time payment and/or other earnings under this Appendix fall short of the said minimum the Port Trust shall make up the difference for that day.

(7) All vessels (other than vessels referred to in datum lines Nos.3 and 15 in Appendix A) with general cargo shall have their datums calculated on a proportionate basis if the cargo consists of more than 50% of any of the commodities for which a specific datum has been provided under 'Imports' or 'Exports'. For example, if the datum for U.K. General Cargo is A tons and for barrels oil is B tons in a shift of 8 hours and a ship carrying U.K. General Cargo brings more than 50 per cent barrels oil, a gang handling exclusively the general cargo will have a datum of A tons, and a gang handling general cargo for two hours and barrels oil for 6 hours will have a datum of A/4 tons plus 3B/4 tons.

समयानुसार

For the purpose of applying the specific datum referred to above, the exclusive handling of the cargo for less than 15 minutes at a time shall be ignored. If such time exceeds 15 minutes at a time, it shall be rounded off to the nearest quarter of an hour.

(8) A gang handling loose scrap metal, ballast, dunnage, salvage cargo, passenger's baggage, refrigerated meat, livestock, explosives and packages exceeding 5 tons shall be paid at the daily wage rate; provided that if a gang handles these commodities for a part or parts of the time in a shift and handles other cargo for the other part or parts, the datum line for the other cargo shall be proportionately reduced. In making these calculations, the time spent on time rated work shall be rounded off to the next quarter of an hour.

This payment shall be in addition to the differentials determined under clause 1 above.

(9) The earnings of each gang and the tonnage worked by it during a shift shall be communicated as early as possible to each workman handing over a slip in the form shown below. This is intended to be a tentative statement of work and

earnings

earnings subject to subsequent verifications-

MADRAS PORT TRUST.

Piece work earnings of each worker  
of gang No. \_\_\_\_\_  
(Subject to verification and  
adjustment).

Date.	Shift.	Berth.	Name of vessel.	Hatch.	Datum for Hrs. worked.	Output.	Piece rate earnings.	Premium and above datum earnings.	Time wage.	Idle time allowance.	Mult. Hook allowance.	Overtime.	Total.
							Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.

Import

Export

A copy of the wage account, showing the details of the calculations of the workman's earnings for the period of payment, shall be delivered to each workman atleast one day before he is paid.

The datum lines applicable to the vessels at the berth shall be notified on a board accessible to gangs concerned.

(10) In calculating the output the basis shall be deadweight tons except in the case of item 12 in Appendix A. Tonnage under half ton shall be ignored and tonnage of half ton and over shall be calculated as one ton.

(11) Where piling men work with a shore hook gang and the piece rate wage of a gang worker exceeds his daily wage for the period occupied in doing piece rate work each piling man shall receive as premium an amount equal to the sum by which the piece rate wage exceeds the daily wage for the said period.

The landing gang shall do the stacking and piling of cargo and if the following limits are to be exceeded additional workers shall be engaged -

- for bag cargo, exceeding 140 lbs. each, uniform small cases, Cartons, Ingots and packages of a similar kind upto six high or six feet high ~~whichever is less.~~
- gunnies, reels and bales of paper not exceeding 600 lbs. upto 2 high and
- cargo in drums weighing between 400/600 lbs. upto 2 high placed horizontally.

Additional labourers will be provided if these limitations are exceeded. In the case of bag cargo, the additional assistance will consist of 6 men per hook.

The

The additional labour will not form part of the hook gang.

(12) All piece rate payments shall be liable to review in the light of the return of the ships' agents. Discrepancies, if any, revealed by such review shall be adjusted by supplementary payments or deductions as necessary.

Provided that no adjustment shall be made where the discrepancy does not exceed one per cent.

(13) If there is no tally clerk on a hook, the wages of the gang working on that hook shall be paid at the daily wage rate for the period that there is no tally, such period being rounded off to the next quarter of an hour.

(14) The Maistry shall immediately report the absence of the tally clerk to the Assistant Shed Master whose duty it shall be to note the period of absence. The tally clerk shall report to the Assistant Shed Master before returning on duty.

(15) If a gang is or becomes short by a man, the vacancy shall be filled. If not filled, then the datum shall be proportionately reduced for the period of vacancy.

(16) For work done on a weekly day of rest or closed holiday declared by the Madras Port Trust payment for which work is governed by this Appendix, each of the 'A' and 'B' category workers engaged shall be paid the daily wage and his differentials in addition to his earnings under the foregoing clauses.

Provided that, where the worker is given an alternative day of rest in place of the weekly day of rest, the additional payment shall be only half the daily wage and half the differentials.

सत्यमेव जयते

This clause shall also apply to a rank casual who is employed to do work on a closed holiday.

Where a rank casual who has been employed for six consecutive days is employed on the seventh day, this clause shall apply as if he is employed on a closed holiday.

## A P P E N D I X 'C'.

The piece rates for Stevedore Labour shall be subject to the following provisions and conditions:-

1. The present stevedore wages for pool labour shall continue in operation for determining the piece rate wage of the tindals, winchmen and mazdoors in the pool as provided in the next following clauses of this appendix.

2. The piece rate wage of the mazdoor shall be processed upon Rs.4.12 nP hereafter referred to as the daily wage, and comprised of basic wage Rs.2.75 nP, and dearness allowance Rs.1.37 nP.

The piece rate wage of the tindal, and the winchman shall be determined by adding to the piece rate wage aforesaid the differentials each in its appropriate account.

3. The piece rate wage shall be calculated upon the datum lines prescribed in Appendix A to the Report.

Provided that, if work is done in excess of the shift hours on any day, the calculation shall be upon the respective datum increased in proportion to the total number of hours worked.

4. In addition to the piece rate wage the workman shall be entitled to overtime pay for work in excess of the shift, whether day or night, at an hourly rate equal to one-sixteenth of the daily-wage-cum-differentials.

Provided further that, if work has been done for a certain number of hours and certain other hours are counted as idle time as provided in clause 5 below or are to be paid for at the time rate (for which purpose any broken period of time less than 15 minutes shall be treated as fifteen minutes) under the provisions of this appendix, then for the purpose of calculating the premium the datum line shall be proportionately reduced, e.g. if the Datum is 80 tons for an 8 hour shift and only 6 hours are worked, 2 hours being idle time, then the Datum will be reduced to 60 tons.

The piece rate wage of the mazdoor shall vary as described below with the proportion which the outturn of the gang in the particular shift bears to the datum line as above determined.

For a shift fully occupied in doing piece rate work the piece rate wage of the mazdoor (inclusive of basic pay and the allowances above mentioned) shall rise uniformly from Rs.3.09 nP at 76% to Rs.4.37 nP at 100% of the datum line. Thereafter, the piece rate wage shall rise uniformly from Rs.4.37 nP at 100% to Rs.8.25 nP at 150% of the datum line. The piece rate wage earned after the 150% of the datum line shall be processed at double the daily wage, that is to say the piece rate wage will rise uniformly from Rs.8.25 nP at 150% to Rs.12.37 nP at 200% of the datum line and so on.

Where the period occupied in doing piece rate work is shorter than or exceeds the period of the shift the piece rate wage as above determined shall be reduced or increased as the case may be in the proportion which the time occupied in doing piece rate work bears to the period of the shift.

5. An allowance shall be paid at the daily wage rate (one eighth per hour in case of 8 hour shifts and two thirteenth in the case of 6½ hour shifts) for periods that labour is rendered idle on account of any one of the following reasons:-

- (1) Breakdown of cranes or winches;
- (2) Shifting of quay cranes or rigging of ships derricks;
- (3) Cargo not ready for shipment;
- (4) Late arrival of vessel at the berth;
- (5) Completion of loading and/or unloading before the end of the shift;
- (6) Actual rain-time during shift working hours;
- (7) Any other reason beyond the control of workmen except slow work on the part of workmen covered by this scheme and
- (8) Shift time lost in transit to and from vessels in the Harbour or Dock Buoys and includes vessels in the sea.

Note:- No idle time allowance shall be payable for the time taken for opening and closing of hatches except when a gang is transferred from one hatch to another at any time during the shift and is called upon to open a hatch for a second or subsequent time, for working there.

Idle time shall be calculated as follows, viz. any continuous stoppage of work of 15 minutes and under shall be ignored and any continuous stoppage in excess of 15 minutes and upto 30 minutes shall be counted as 30 minutes. If the said continuous stoppage continues in excess of 30 minutes the actual excess rounded off to the next quarter hour shall be calculated as idle time. For example, if there is continuous stoppage for 35 minutes, the idle time will be calculated as 45 minutes.

6. When cargo is discharged or loaded with two hooks working simultaneously in a hatch, 1/4th of the daily wage shall be added to the piece work earnings of each member of the gangs working at such hooks, and to the piece work earnings of the winchmen, if any. As soon as the double hook stops and a single hook continues to operate, this clause will cease to apply. When more than 2 hooks are utilised in a hatch one-third of the daily wage shall be added instead of one-fourth. As soon as one hook ceases to work the two hook allowance will apply and as soon as two hooks cease to work this clause will become inoperative.

7. Rs.3.90 nP (comprised of Rs.1.72 nP basic wage and Rs.1.37 nP dearness allowance) shall be the minimum guaranteed wage per day on which a workman is given employment. If on any day the piece work earnings plus idle time payment and/or other earnings under this appendix, fall short of the said minimum, the employer shall make up the difference for that day.

The minimum guaranteed wage shall be exclusive of the differentials which are to be added to the earnings of the winchmen and tindals.

8. All vessels (other than vessels referred to in Datum lines Nos.3 and 15 in Appendix A) with general cargo shall have their datums calculated on a proportionate basis if the cargo consists of more than 50% of any of the commodities for which a specific datum has been provided under 'Imports or Exports'. For example, if the datum for U.K. General Cargo is A tons and for barrels oil is B tons in a shift of 8 hours and a ship carrying U.K. General Cargo brings more than 50 per cent barrels oil, a gang handling exclusively the general cargo will have a datum of A tons and a gang handling general cargo for two hours and barrels oil for 6 hours will have a datum of  $A/4$  tons plus  $3B/4$  tons. For the purpose of applying the specific datum referred to above the exclusive handling of cargo for less than 15 minutes at a time shall be ignored. If such time exceeds 15 minutes, it shall be rounded off to the nearest quarter of an hour.

9. A gang handling loose scrap metal, Ballast, Dunnage, Salvage Cargo, Passenger's Baggage, Refrigerated meat, Live stock, explosives and packages exceeding 5 tons shall be paid at the daily wage rate provided that if a gang handles these commodities for a part or parts of the time in a shift and handles other cargo for the other part or parts, the datum line for the other cargo shall be proportionately reduced. In making these calculations, the time spent on time rated work shall be rounded off to the next quarter of an hour. This payment shall be in addition to the differentials determined under clause 2 above.

10. The piece work earnings of each worker shall be entered in a slip to be supplied as soon as possible after termination of the work.

11. The datum lines applicable to the vessel at the berth shall be notified on a board accessible to the gangs concerned.

12. In calculating the output the basis shall be dead weight tons except in the case of item 12 of Appendix A. Tonnage under half ton shall be ignored and tonnage of half ton and over shall be calculated as one ton.

13. The reliever winchman shall be paid as his wage the arithmetical average of the earnings in that shift of the regular workers for whom he has acted as reliever.

14. Shifting of cargo shall be paid on the daily wage rate basis.

15. Where extra gang workers are sent for helping, the piece rate wage shall be processed on the respective datum increased in proportion to the number of extra gang workers supplied. In addition  $1/4$ th of the daily wage and differentials shall be credited to the piece rate earnings of every worker in the hatch.

16. When workers are sent out in stream or at the Dock Buoys for loading or discharging cargoes, the shift time lost in transport to and from the vessel shall be paid for at the daily wage rate, and for work performed they shall be paid the piece rate wage calculated on the datum lines proportionate to the actual hours worked. The workers shall

also



also be entitled to a stream allowance as follows:-

Tindal.	..	Rs. 0.87 nP	-	per shift
Mazdoor	..	Rs. 0.62 nP	-	"
Winchman	..	Rs. 0.62 nP	-	"

Note:- As far as practicable, the Administrative Body of the Dock Labour Board shall notify on the notice board at the call point on the previous evening the numbers of the gangs which are to be on call for mooring work the next day.

17. If workers are required to report for duty earlier than the scheduled time for the purpose of stream work or mail boat work or any other work, they shall be paid overtime at  $1\frac{1}{2}$  times the daily-wage-cum-differentials rate for the actual period of early reporting.

18. The output of cargo discharged on the quay or into barges shall be calculated according to the tally maintained by the Port Trust. Where cargo is discharged or loaded overside in the dock or in the stream or from the quay and no tally is maintained for such cargo by the Port Trust then the output of cargo handled shall be calculated according to the tally maintained by the shipping company or by the employers. The employers shall ensure the maintenance of a proper hook-wise tally; failing this, they shall maintain the tally themselves.

19. All ammunition and hazardous cargoes discharged into lighters in the harbour shall be paid for at the daily wage rate in addition to the differentials under clause 2 above.

20. The supervisor in the employment of the stevedores shall record all idleness under clause 5 and all time-rated work and timings required under this Appendix.

21. For work done on a weekly day of rest or a paid holiday (including closed holiday) declared by the Madras Dock Labour Board, payment for which work is governed by this Appendix, each of the workers engaged shall be paid the daily wage and his differentials in addition to his earnings under the foregoing clauses.

Provided that, where the worker is given an alternative day of rest in place of the weekly day of rest, the additional payment shall be only half the daily wage and half the differentials.

22. If there is no tally clerk on a hook the wages of the gang working on that hook shall be paid at the daily wage rate for the period that there is no tally, such period being rounded off to the next quarter of an hour.

23. These piece rates shall not apply to stevedore workers engaged in the discharge of heavy lifts exceeding 5 tons each discharged by Madras Port Trust Cranes or with the help of ship's heavy lift jumbo derricks. Stevedore workers working on these cranes or ship's gear shall be paid at the daily wage rate in addition to the differentials under clause 2 above.

24. The present stevedore wages for monthly paid labour shall continue, subject to the following provisions:-

When monthly labour is engaged in loading or unloading operations for the whole or part of a shift, its wages for that day shall be determined under the foregoing clauses.

When not employed on any day, whether a weekly off day or holiday or not, monthly labour shall be paid as follows:-

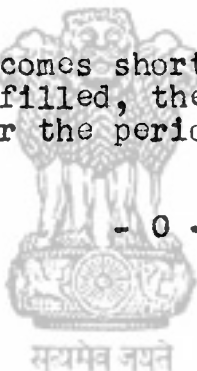
Mazdoor	-	Rs.3.44 nP	per day.
Winchman	-	Rs.3.69 nP	"
Tindal	-	Rs.3.94 nP	"

25. All piece rate payments shall be liable to review in the light of the returns of the ship's Agents. Discrepancies, if any, revealed by such review shall be adjusted by supplementary payment or deduction, as necessary.

Provided that no adjustment shall be made where the discrepancy does not exceed one per cent.

26. Leave, leave pay, Provident Fund and Gratuity shall be in accordance with the rules of the Madras Dock Labour Board in force at the time.

27. If a gang is or becomes short by a man, the vacancy shall be filled. If not filled, then the datum shall be proportionately reduced for the period of vacancy.



## APPENDIX 'D'.

The piece rates for crane drivers employed on loading and unloading of ships and barges shall be subject to the following provisions and conditions:-

1. A barge used for loading or unloading cargo on or from ships not at quay shall be regarded as an extension of the quay.
2. The present incremental scales of the crane drivers shall continue in operation for determining the piece rate wage of the higher paid crane drivers as provided in this Appendix.
3. The piece rate wage of the crane driver at the lowest stage of the incremental scales, hereafter referred to as the basic crane driver, shall be processed upon Rs.4.25 nP hereafter referred to as the daily wage, and being 1/30th of the following monthly wage:

Basic pay	.. Rs.50/-
Dearness allowance	.. Rs.40/-
Compensatory allowance	.. Rs. 5/-
House rent allowance	.. Rs.10/-
and Processing allowance	.. Rs.22.50 nP
	-----
Total.	Rs. 127.50 nP
	-----

The piece rate wage of the higher paid crane drivers shall be determined by adding to the piece rate wage aforesaid the respective differentials on the incremental scales in the basic pay, and allowances mentioned above, each in its appropriate account.

4. The piece rate wage shall be calculated upon the datum lines prescribed in Appendix 'A' to the Report.

Provided that, if work is done in excess of the shift hours on any day, the calculation shall be upon the respective datum increased in proportion to the total number of hours worked.

In addition to the piece rate wage the over-time worked shall be paid for at the overtime rates under the Port Trust Rules for overtime allowance or in accordance with the provisions of the Minimum Wages Act, whichever is applicable.

Provided further that, if work has been done for a certain number of hours and certain other hours are counted as idle time as provided in clause 5 below or are to be paid for at time rate (for which purpose any broken period of time less than 15 minutes shall be treated as fifteen minutes) under the provisions of this Appendix, then for the purpose of calculating the piece rate wage the datum line shall be proportionately reduced, e.g. if the datum is 80 tons for an 8 hour shift and only 6 hours are worked, 2 hours being idle time, then the datum will be reduced to 60 tons.

5. The piece rate wage of the basic crane driver shall vary as described below with the proportion which the outturn of the hook in the particular shift bears to the datum line as above determined.

For a shift fully occupied in doing piece rate work the piece rate wage of the basic crane driver (inclusive of basic pay, and the allowances above mentioned) shall rise uniformly from Rs.3.23 nP at 76% to Rs.4.50 nP at 100% of the

datum

datum line. Thereafter, the piece rate wage shall rise uniformly from Rs.4.50 nP at 100% to Rs.8.50 nP at 150% of the datum line. The piece rate wage earned after 150% of the datum line shall be processed at double the daily wage, that is to say the piece rate wage will rise uniformly from Rs.8.50 nP at 150% to Rs.12.75 nP at 200% of the datum line and so on.

Where the period occupied in doing piece rate work is shorter than, or exceeds, the period of the shift the piece rate wage as above determined shall be reduced or increased as the case may be in the proportion which the time occupied in doing piece rate work bears to the period of the shift.

6. An allowance shall be paid at the daily wage rate (one-eighth per hour in the case of 8 hour shifts and two thirteenth in the case of 6½ hour shift) for the period that the crane driver is rendered idle on account of any one of the following reasons:-

- (1) Breakdown of cranes,
  - (2) Shifting of quay cranes,
  - (3) Cargo not ready for shipment,
  - (4) Late arrival of vessels at the berth,
  - (5) Completion of loading and/or unloading before the end of the shift,
  - (6) Actual rain-time during shift working hours,
- and (7) Any other reason beyond the control of workmen except slow work on the part of the workmen covered by this scheme.

Idle time shall be calculated as follows, viz. any continuous stoppage of work of 15 minutes and under shall be ignored and any continuous stoppage in excess of 15 minutes and up to 30 minutes shall be counted as 30 minutes. If the said continuous stoppage continues in excess of 30 minutes the actual excess rounded off to the next quarter hour shall be calculated as idle time. For example, if there is continuous stoppage for 35 minutes, the idle time will be calculated as 45 minutes.

If during idle time the crane driver working under the scheme is required to do other work he will be paid at the idle time rate.

7. When cargo is discharged or loaded with two hooks working simultaneously in a hatch, one-quarter of the daily wage shall be added to the piece work earnings of each crane driver operating at the hatch. As soon as the double hook stops and single hook continues to operate, this clause will cease to apply. When more than 2 hooks are utilised in a hatch, one third of the daily wage shall be so added instead of one quarter. As soon as one hook ceases to work the two hook allowances will apply and as soon as two hooks cease to work, this clause will become inoperative.

8. If on any day the piece rate earnings, plus idle time payment and/or other earnings under this Appendix, fall short of the said minimum wage of Rs.3.23 nP the Port Trust shall make up the difference for that day.

The minimum guaranteed wage shall be exclusive of the differentials in wages and allowances to be added to the earnings of the crane driver.

9. All vessels (other than vessels referred to in Datum lines Nos.3 and 15 in Appendix A) with general cargo shall have their datums calculated on a proportionate basis if the cargo consists of more than 50 per cent of any of the commodities for which a specific datum has been provided under 'Imports' or 'Exports'. For example, if the datum for U.K. General Cargo is A tons and for barrels oil is B tons in a shift of 8 hours and a ship carrying U.K. General Cargo brings more than 50 per cent barrels oil, a gang handling exclusively the general cargo will have a datum of A tons, and a gang handling general cargo for two hours and barrels oil for 6 hours will have a datum of  $A/4$  tons plus  $3B/4$  tons. For the purpose of applying the specific datum referred to above the exclusive handling of the cargo for less than 15 minutes at a time shall be ignored. If such time exceeds 15 minutes at a time it shall be rounded off to the nearest quarter of an hour.

10. The driver of a crane loading or unloading loose scrap metal, Ballast, Dunnage, Salvage Cargo, Livestock, passenger baggage, mail bags, refrigerated meat, shall be paid at the daily wage rate, provided that if a crane handles these commodities for a part or parts of the time in a shift and handles other cargo for the other part or parts, the datum line for the other cargo shall be proportionately reduced. In making these calculations the time spent on time rated work shall be rounded off to the next quarter of an hour.

This payment shall be in addition to the differentials determined under clause 23 above.

11. When not employed on any day, whether weekly off day or holiday or not, crane drivers shall be paid not in terms of the scheme but according to the rules of the Port Trust in force at the time.

12. The earnings of each crane driver and the tonnage worked by him during a shift shall be communicated to him as early as possible by the Establishment concerned.

13. In calculating the output, the basis shall be dead weight tons except in the case of item 12 of Appendix A. Tonnage under half ton shall be ignored and tonnage of half ton and over shall be calculated as one ton.

14. If there is no tally clerk on a hook then the wage of the crane driver on that hook shall be paid at the daily wage rate for the period that there is no tally, such period being rounded off to the next quarter of an hour.

15. All piece rate payments shall be liable to review in the light of the returns of the Ship's Agents. Discrepancies, if any, revealed by such review shall be adjusted by supplementary payment or deduction, as necessary.

Provided that no adjustment shall be made when the discrepancy does not exceed one per cent.

16. The relieving crane drivers shall be paid at the daily-wage-cum-differentials rate. Each such driver shall be paid in addition an amount equal to the arithmetical average of the premium, if any, earned by the crane drivers whom they have relieved during the shift. Premium in this connection shall mean the sum by which the piece rate wage of a crane driver exceeds his daily wage for the period occupied in doing piece rated work.

17. For work done under the scheme on a weekly day of rest or a closed holiday declared by the Madras Port Trust, payment for which work is governed by this Appendix, each of the crane drivers engaged shall be paid the daily wage and his differentials in addition to his earnings under the foregoing clauses:

Provided that, where the crane driver is given an alternative day of rest in place of the weekly day of rest, the additional payment shall be only half the daily wage and half his differentials.

----



## APPENDIX E.

The maintenance of the Tally by the Madras Port Trust shall be governed by the following provisions:

(1) The Madras Port Trust shall provide one Tally Clerk on each effective hook at which a Madras Port Trust shore gang is working and shall provide one relief Tally Clerk for every 4 hook Tally Clerks. The Madras Port Trust shall not withdraw a Tally Clerk from an effective hook for the discharge of any other duty. But, if work on a hook has come to an end, the Port Trust shall be free to assign the Tally Clerk on that hook to any other work.

Provided that, if a Tally Clerk does not present himself for work and therefore cannot be allotted to a hook, then during his absence the gang working on that hook shall be paid at the time rate for the period of such absence.

Provided further that, if a Tally Clerk has been allotted to a hook but is unable to continue work on that hook, the Asst. Shed Master shall make arrangements to provide a substitute.

(2) The Tally Clerk shall note the weight of all packages on which the weight is marked. In the case of uniform cargo bearing uniform weight the aggregate weight of all such cargo in a sling shall be noted.

If any cargo does not bear the weight marked on it the Tally Clerk shall leave the item of the weight blank. The Madras Port Trust shall have the correct weight ascertained and entered by resort to the Freight Manifest or to standard specifications where available or by actual sample weighing.

In the case of export cargo the Tally Sheet shall contain the weight of goods to be shipped as shown in the relative shipping bills or as marked on the package as the case may be.

In the case of uniform cargo the weight shall be ascertained by weighing of a sample package or packages.

(3) The Madras Port Trust shall require that a true copy of the General Manifest be lodged with the Madras Port Trust before the vessel breaks bulk.

(4) To ensure that ready and correct information relating to the weight of all packages unloaded from a vessel shall be at hand, the packages shown in the General Manifest shall be shown in a register at the relative shed in alphabetical or numerical order of the marks on the packages. This shall be done at the latest within twenty four hours of the commencement of the unloading of the cargo.

(5) The tonnage of the cargo advised by the vessel's Agents on the completion of the discharge shall provide the counter-check in respect of the accuracy of the tally.

(6) All piece-work payments for a vessel shall be reviewed in the light of the returns from the vessel's Agents, and discrepancies, if any, shall be adjusted by supplementary payment or deduction, as necessary.

Provided that no adjustment shall be made where the discrepancy does not exceed one per cent.